

Springfield Finance Control Board Collective Bargaining Negotiation Status

The Finance Control Board has settled contracts with eleven out of the twenty-nine employee unions since negotiations began approximately a year ago. The eleven unions, which have settled, represent over one thousand employees or approximately one fifth of the workforce (City and School Department).

With minor exceptions, all unions have agreed to similar terms. The general settlement pattern is as follows:

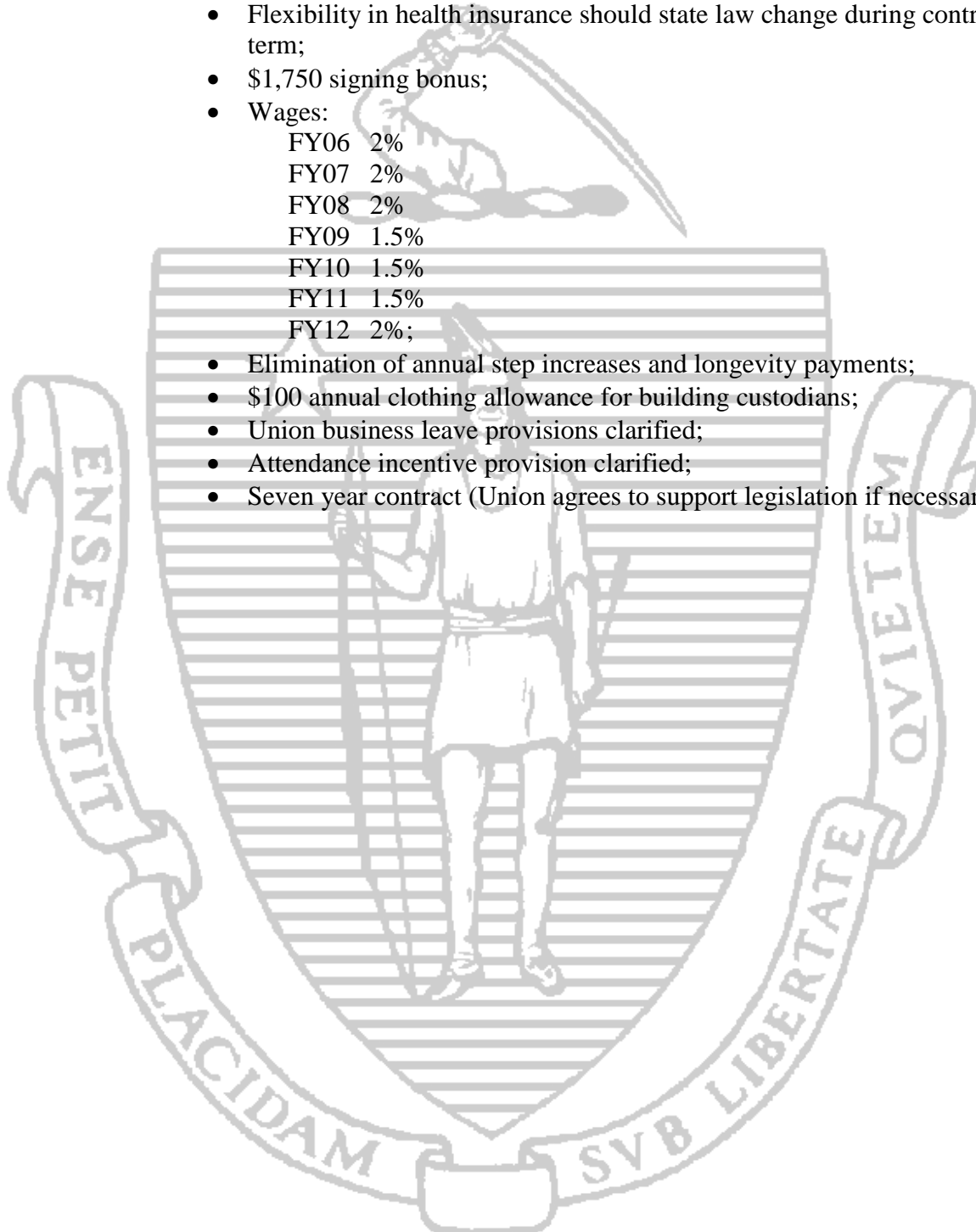
1. One-time signing bonuses ranging from \$500 to \$1750 (representing 50% to 80% of frozen wages);
2. Wage increases of 2% in the first three years, 1.5% in years four through six and 2% in year seven;
3. Waiver/withdrawal of all wage freeze claims with prejudice;
4. Waiver/withdrawal of all health insurance claims with prejudice;
5. Elimination of annual step increases and longevity payments;
6. Seven year contract;
7. Flexibility in health insurance should state law change during contract term;



SETTLED CONTRACTS

**AFSCME Local 1596, Unit B: City Clerical Workers;
Unit A: Library Workers (tentative agreement);**

- Contract settled: September 1, 2005;
- 204 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- \$1,750 signing bonus;
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of annual step increases and longevity payments;
- \$100 annual clothing allowance for building custodians;
- Union business leave provisions clarified;
- Attendance incentive provision clarified;
- Seven year contract (Union agrees to support legislation if necessary).



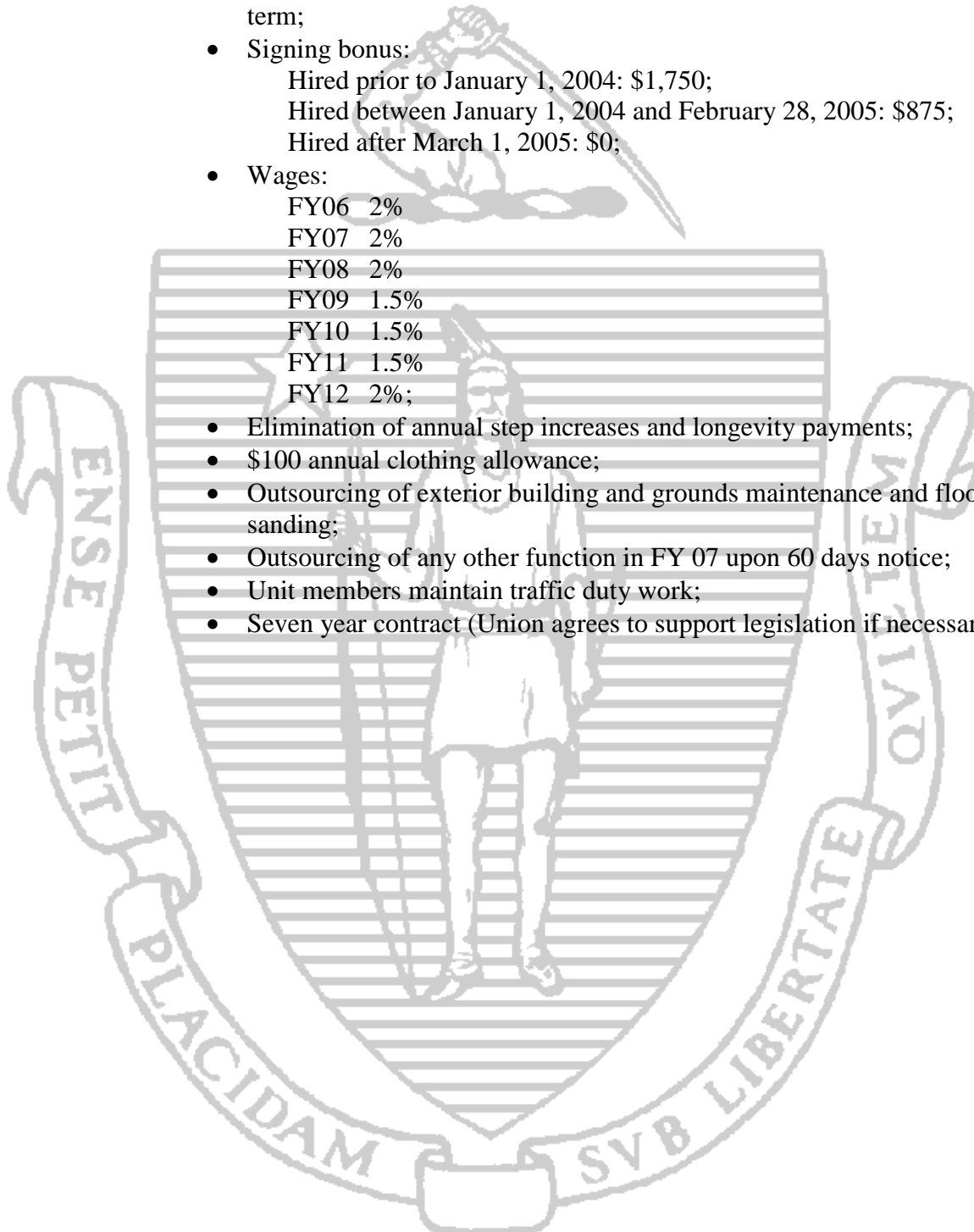
**Springfield Association of Municipal Workers (S.A.M.E.) Public Works and Parks
Departments:**

- Contract settled: October 6, 2005;
- 166 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- \$1,750 signing bonus;
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of annual step increases and longevity payments;
- Outsourcing of towing and storage function in FY 06;
- Outsourcing of any other function in FY 07 upon 60 days notice;
- Outsourcing of street sweeping and solid waste removal in FY 07;*
- Seven year contract (Union agrees to support legislation if necessary).

* Because of an agreement between labor and management, the city has agreed to keep the DPW as the Solid waste provider until 2010.

Springfield Association of School Custodial Employees

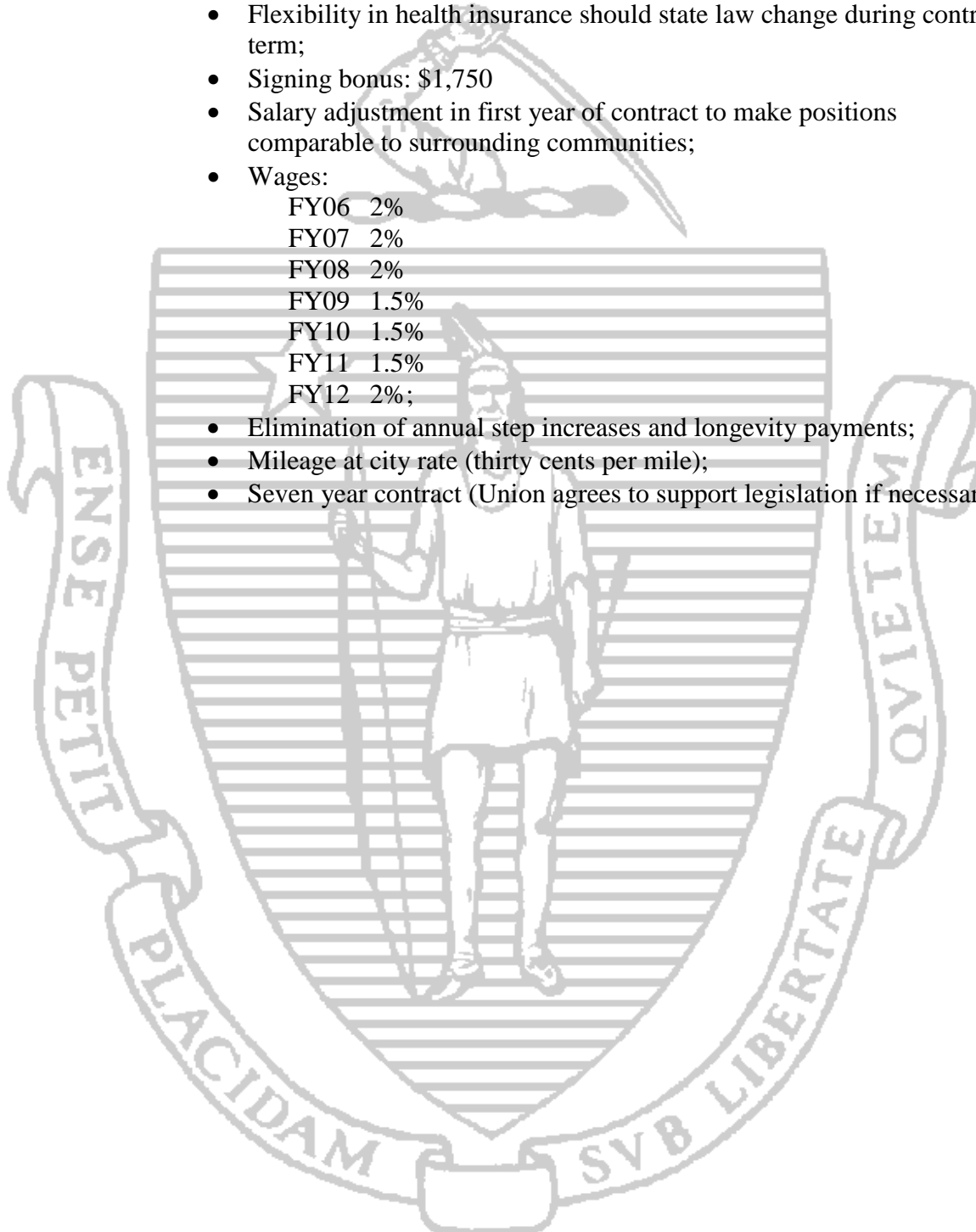
- Contract settled: September 12, 2005;
- 179 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus:
 - Hired prior to January 1, 2004: \$1,750;
 - Hired between January 1, 2004 and February 28, 2005: \$875;
 - Hired after March 1, 2005: \$0;
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of annual step increases and longevity payments;
- \$100 annual clothing allowance;
- Outsourcing of exterior building and grounds maintenance and floor sanding;
- Outsourcing of any other function in FY 07 upon 60 days notice;
- Unit members maintain traffic duty work;
- Seven year contract (Union agrees to support legislation if necessary).



Springfield Public Health Nurses Association

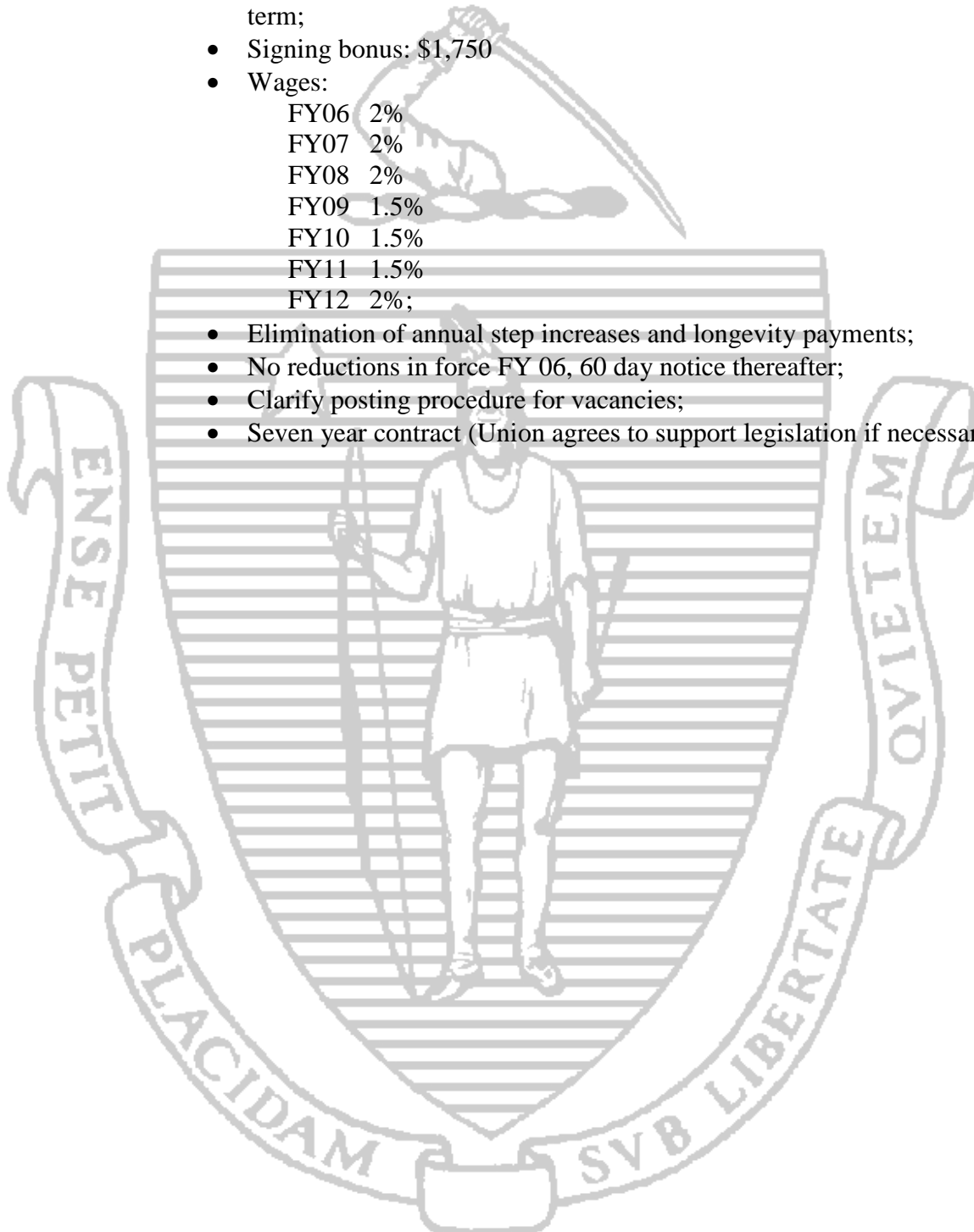
- Contract settled: September 14, 2005;
- 4 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: \$1,750
- Salary adjustment in first year of contract to make positions comparable to surrounding communities;
- Wages:

FY06	2%
FY07	2%
FY08	2%
FY09	1.5%
FY10	1.5%
FY11	1.5%
FY12	2%;
- Elimination of annual step increases and longevity payments;
- Mileage at city rate (thirty cents per mile);
- Seven year contract (Union agrees to support legislation if necessary).



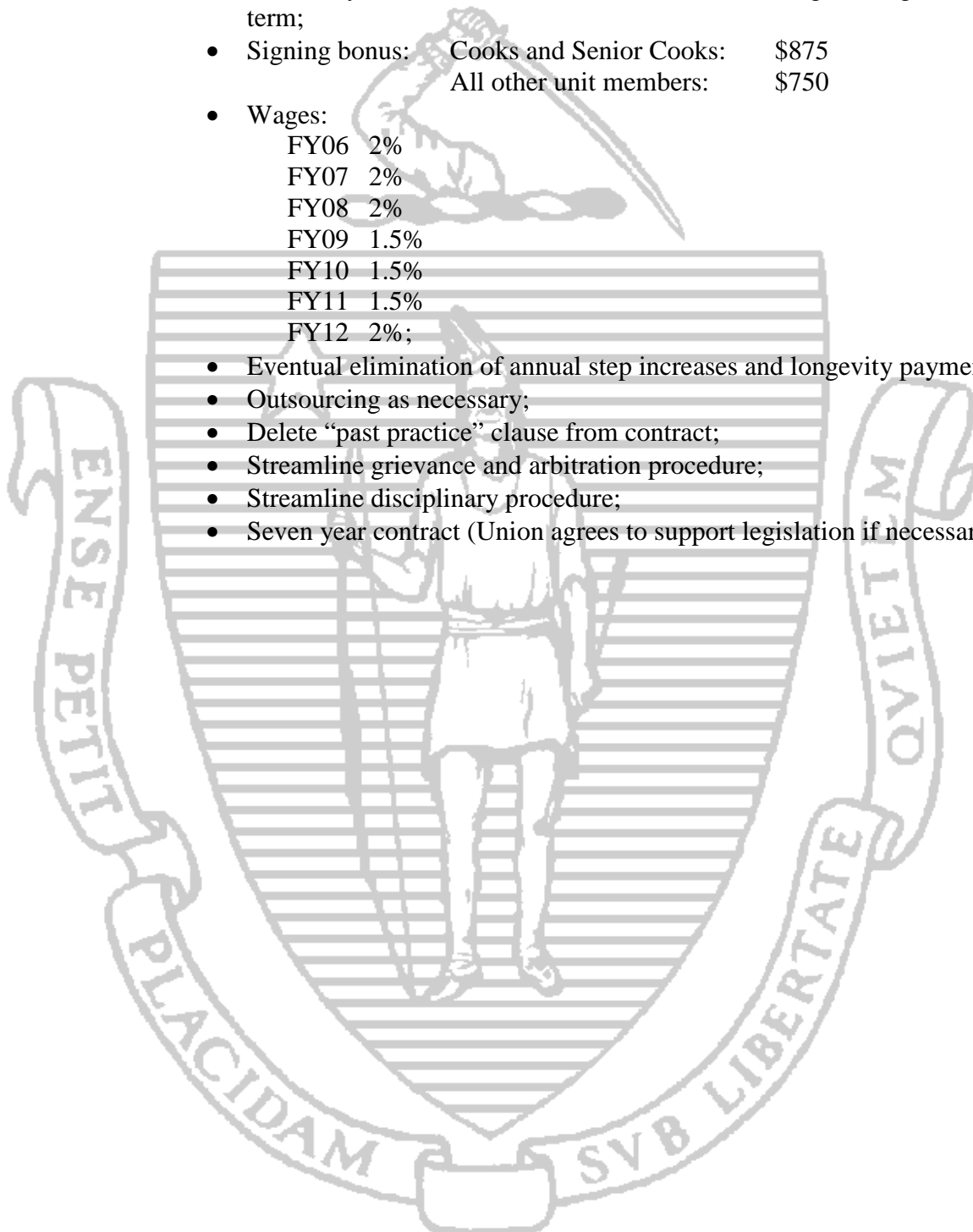
AFSCME Local 3556, School Clerical Employees

- Contract settled: September 20, 2005;
- 100 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: \$1,750
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of annual step increases and longevity payments;
- No reductions in force FY 06, 60 day notice thereafter;
- Clarify posting procedure for vacancies;
- Seven year contract (Union agrees to support legislation if necessary).



School Cafeteria Workers, Unit A (Cooks)

- Contract settled: September 27, 2005;
- 214 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: Cooks and Senior Cooks: \$875
 All other unit members: \$750
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Eventual elimination of annual step increases and longevity payments;
- Outsourcing as necessary;
- Delete “past practice” clause from contract;
- Streamline grievance and arbitration procedure;
- Streamline disciplinary procedure;
- Seven year contract (Union agrees to support legislation if necessary).



School Cafeteria Workers, Unit B (Cashiers)

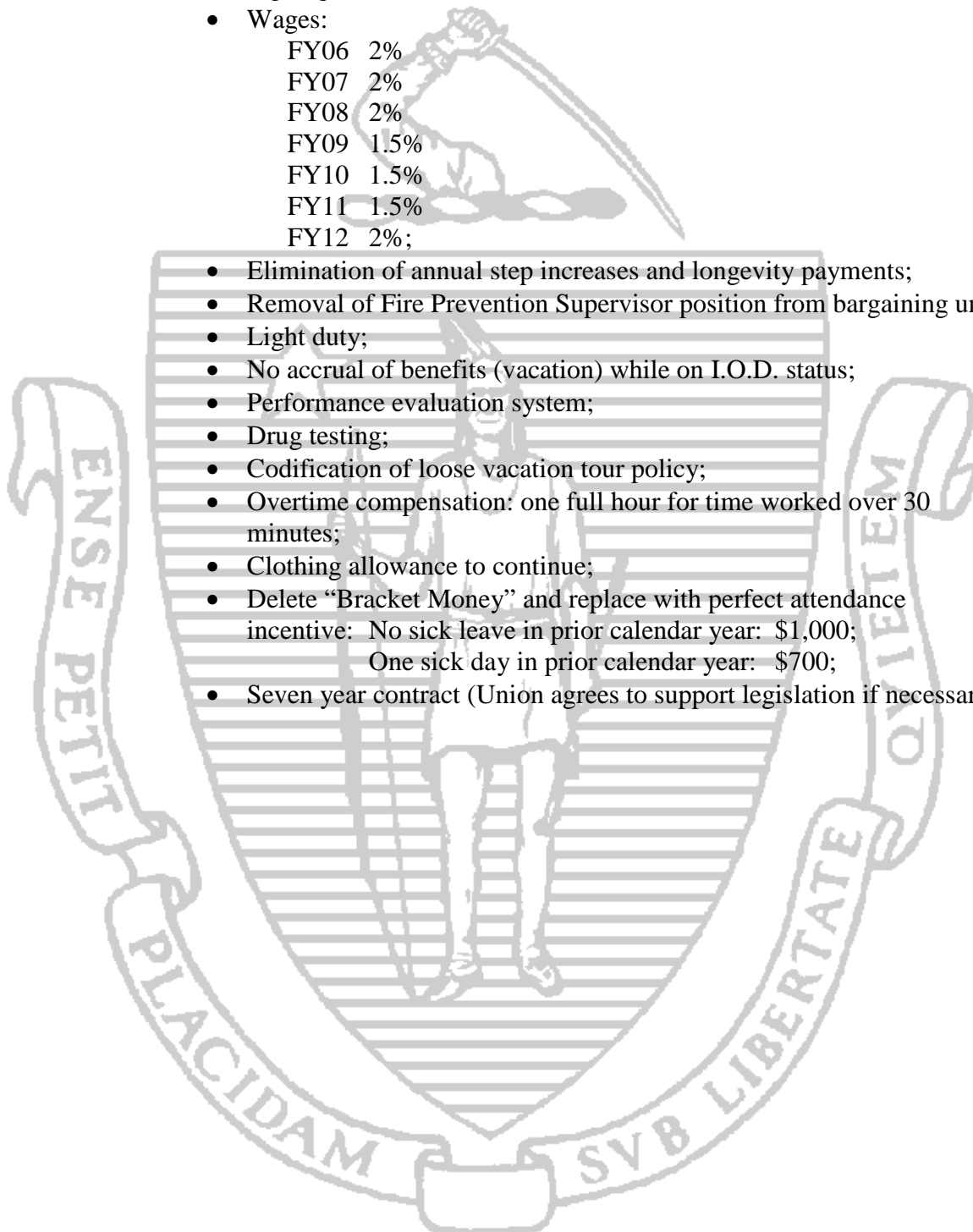
- Contract settled: September 27, 2005 (This is the initial contract for the Unit B cashiers and all terms are consistent with existing terms of Unit A cooks contract.);
- 115 employees;
- Recognition clause;
- Health insurance as provided by city;
- In service days;
- Holidays;
- Bereavement (no grandchildren);
- Sick leave;
- Management training;
- Disciplinary action;
- Grievance and arbitration procedure;
- Dress code;
- Vacant head cashier position posting procedure;
- Inclusion of c. 656;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: \$500
- Wage adjustments:

Head Cashier:	\$10.50
Accountability:	\$10.00
Cashier/Ass't Head Cashier:	\$9.48
- Wages:

FY06	2%
FY07	2%
FY08	2%
FY09	1.5%
FY10	1.5%
FY11	1.5%
FY12	2%;
- No annual steps or longevity;
- Outsourcing as necessary;
- No "past practice" clause;
- Seven year contract (Union agrees to support legislation if necessary).

Springfield Fire Chiefs Association

- Contract settled: July 18, 2005;
- 10 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Signing bonus: \$1,000;
- Wages:
 - FY06 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of annual step increases and longevity payments;
- Removal of Fire Prevention Supervisor position from bargaining unit;
- Light duty;
- No accrual of benefits (vacation) while on I.O.D. status;
- Performance evaluation system;
- Drug testing;
- Codification of loose vacation tour policy;
- Overtime compensation: one full hour for time worked over 30 minutes;
- Clothing allowance to continue;
- Delete "Bracket Money" and replace with perfect attendance incentive: No sick leave in prior calendar year: \$1,000;
One sick day in prior calendar year: \$700;
- Seven year contract (Union agrees to support legislation if necessary).



Springfield School Building Monitors

- Contract settled: October 19, 2005;
- 10 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: \$1,750;
- Wages:

FY06:	School security guard:	\$11.27
	Security supervisor:	\$13.75
	Security coordinator:	\$15.24

FY07 2%

FY08 2%

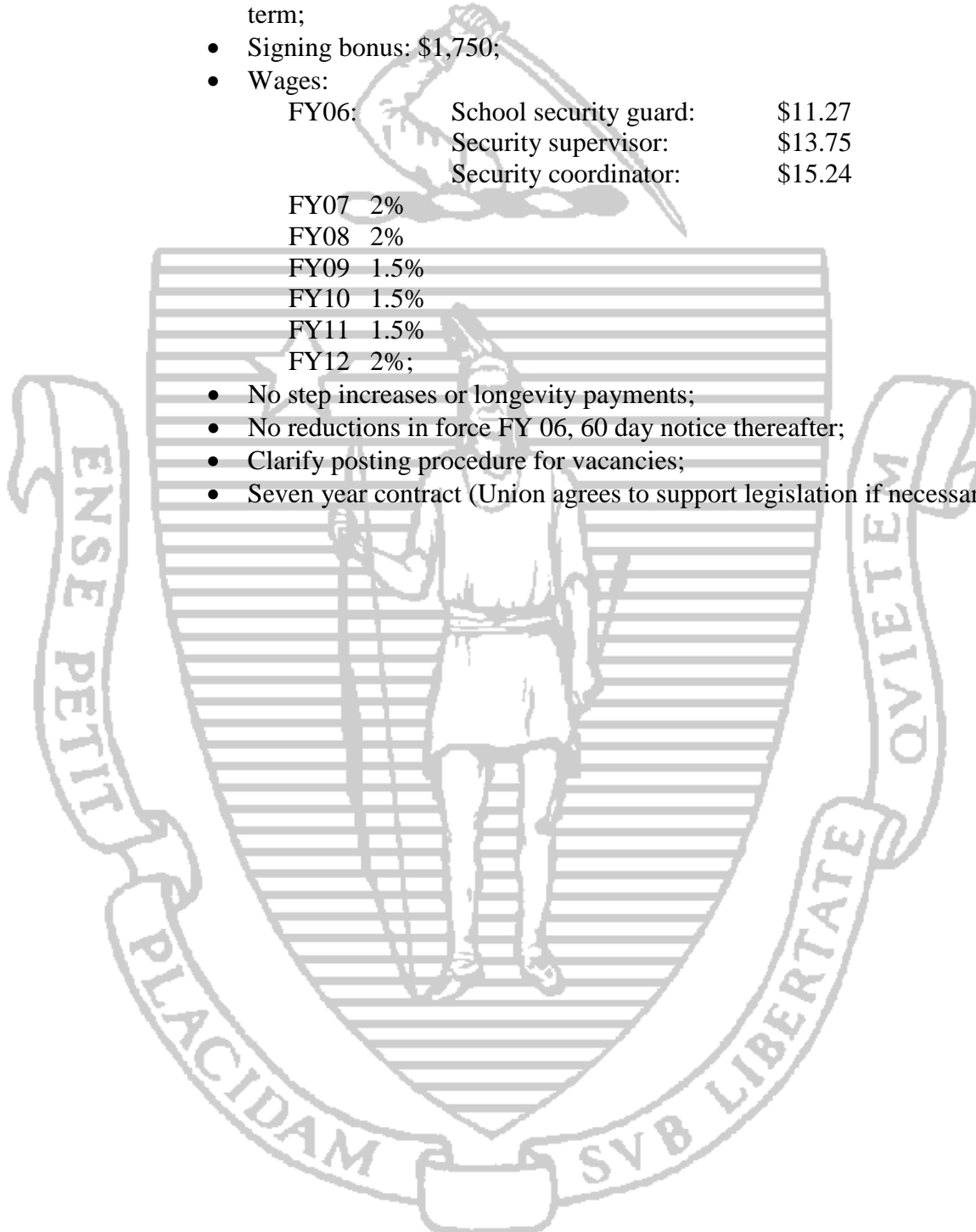
FY09 1.5%

FY10 1.5%

FY11 1.5%

FY12 2%;

- No step increases or longevity payments;
- No reductions in force FY 06, 60 day notice thereafter;
- Clarify posting procedure for vacancies;
- Seven year contract (Union agrees to support legislation if necessary).



United Steelworkers of America Local 2936-58
AFSCME Local 3065 (DPW Foremen)

- Contract settled: October 14, 2005;
- 67 employees;
- Waiver/withdrawal of wage freeze/health insurance claims with prejudice;
- Flexibility in health insurance should state law change during contract term;
- Signing bonus: \$1,750;
- Wages:
 - FY06: 2%
 - FY07 2%
 - FY08 2%
 - FY09 1.5%
 - FY10 1.5%
 - FY11 1.5%
 - FY12 2%;
- Elimination of step increases and longevity payments;
- \$6.00 per day prep time payment added to base for eligible members;
- Outsourcing of street sweeping and towing and storage functions;
- No other reductions in force FY 06, 60 day notice thereafter;
- Seven year contract (Union agrees to support legislation if necessary).

